

Article - Education

[\[Previous\]](#)[\[Next\]](#)

§14–206.

(a) (1) A vice president or program director may suspend a classified employee without pay pending disposition of a charge for removal.

(2) The vice president or program director shall notify the classified employee in writing of the suspension and the reasons for it.

(b) Within 5 workdays after receiving a notice of suspension under this section, a classified employee may request in writing that the President conduct a preliminary hearing to determine whether the employee may continue to work with pay pending disposition of the charge.

(c) The President shall hold the preliminary hearing within 5 workdays after the President receives the request.

(d) (1) A preliminary hearing under this subtitle is in addition to the hearing on the merits required by § 14-205 of this subtitle.

(2) The preliminary hearing is limited to the following issues:

(i) Whether suspension without pay is necessary to protect the interests of the University or of the classified employee pending final disposition of the charge; and

(ii) Whether other employment and status alternatives for the classified employee should be considered.

(e) At the preliminary hearing, the classified employee may:

(1) Rebut the reasons given for the suspension;

(2) Assert mitigating circumstances; and

(3) Offer alternatives to the suspension, including:

(i) A return to the employee's position with pay;

(ii) A transfer to another position with pay; or

(iii) A suspension with pay.

(f) (1) Within 5 workdays after the preliminary hearing, the President shall issue a proposed decision in writing for approval by the Secretary of Budget and Management.

(2) The decision is conclusive only as to the issue of the suspension.

[\[Previous\]](#)[\[Next\]](#)